



# Anti-Bullying Policy

**Approved by:**

Local Governing Board

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October 2025

# Anti-Bullying Policy

This policy outlines what Peak School will do to prevent and tackle bullying. The policy has been drawn up through the involvement of the whole school community and we are committed to developing an anti-bullying culture.

## 1. Introduction

Bullying is “Behaviour by an individual or a group, usually repeated over time that intentionally hurts another individual either physically or emotionally”. (DfE “Preventing and Tackling Bullying”, July 2017).

Bullying can include: name calling, taunting, mocking, making offensive comments; kicking; hitting; taking belongings; producing offensive graffiti; gossiping; excluding people from groups and spreading hurtful and untruthful rumours. This includes the same inappropriate and harmful behaviours expressed via digital devices (cyberbullying) such as the sending of inappropriate messages by phone, text, Whatsapp, Snapchat, Instant Messenger, through websites and social media sites and apps, and sending offensive or degrading images by mobile phone or via the internet.

## 2. Aims and Objectives

2.1 Bullying is wrong and damages individual pupil. We therefore do all we can to prevent it, by developing a school ethos in which bullying is regarded as unacceptable.

2.2 We aim, as a school, to produce a safe and secure environment where all can learn without anxiety.

2.3 This policy aims to produce a consistent school response to any bullying incidents that may occur, including cyber-bullying.

2.4 We aim to make all those connected with the school aware of our opposition to bullying, and we make clear each person’s responsibilities with regard to the eradication of bullying in our school.

## 3. Forms of Bullying

Bullying can happen to anyone. This policy covers all types of bullying including:

- Bullying related to race, religion or culture.
- Bullying related to SEND (Special Educational Needs or Disability).
- Bullying related to appearance or physical/mental health conditions.
- Bullying related to sexual orientation (homophobic bullying).
- Bullying of young carers, pupil in care or otherwise related to home circumstances.
- Sexist, sexual and transphobic bullying.
- Bullying via technology – “cyberbullying”

## **4. The Role of Governors**

4.1 The Governing Body supports the Headteacher in all attempts to eliminate bullying from our school. This policy statement makes it very clear that the governing body does not allow bullying to take place in our school, and that any incidents of bullying that do occur are taken very seriously and dealt with appropriately.

4.2 The Governing Body monitors the incidents of bullying that occur, and reviews the effectiveness of the school policy regularly. The governors require the Headteacher to keep accurate records of all incidents of bullying and to report to the governors on request about the effectiveness of school anti-bullying strategies.

4.3 The Governing Body responds within ten days to any request from a parent to investigate incidents of bullying. In all cases, the governing body notifies the Headteacher and asks him/her to conduct an investigation into the case and to report back to a representative of the governing body.

4.4 This anti-bullying policy is the governors' responsibility and they review its effectiveness annually. They do this by examining the school's anti-bullying records, and by discussion with the Headteacher. Governors analyse information with regard to gender, age and ethnic background of all pupil involved in bullying incidents.

## **5. The Role of the Headteacher**

5.1 It is the responsibility of the Headteacher to implement the school anti-bullying strategy and to ensure that all staff (both teaching and non-teaching) are aware of the school policy and know how to deal with incidents of bullying. The Headteacher reports to the governing body about the effectiveness of the anti-bullying policy on request.

5.2 The Headteacher and Senior Leadership Team ensure that all pupils know that bullying is wrong, and that it is unacceptable behaviour in this school. The Headteacher/Deputy Headteacher/Senior Leadership Team draws the attention of pupil to this fact at suitable moments. For example, if an incident occurs, the Headteacher/ Deputy Headteacher/Senior Leadership Team may decide to use assembly as a forum in which to discuss with other pupil why this behaviour was wrong, and why a pupil is being punished.

5.3 The Headteacher ensures that all staff receive sufficient training to be equipped to deal with all incidents of bullying.

5.4 The Headteacher sets the school climate of mutual support and praise for success, so making bullying less likely. When pupils feel they are important and belong to a friendly and welcoming school, bullying is far less likely to be part of their behaviour.

## **6. The Role of Staff**

6.1 Staff in our school take all forms of bullying seriously, and intervene to prevent incidents from taking place. They keep their own records of all incidents that happen in their class and that they are aware of in the school.

6.2 If staff witness an act of bullying, they do all they can to support the pupil who is being bullied. If a pupil is being bullied over a period of time, then, after consultation with the Deputy or Headteacher, the member of staff informs the pupil's parents and carers.

6.3 Staff actively supports anti-bullying strategies by teaching pupil directly about safeguarding issues and cyber-bullying. Information is regularly sent home to parents and carers to further develop parental awareness of safeguarding issues on the internet and mobile devices. Parent meetings give opportunities to discuss internet safety.

6.4 We keep a record of any bullying incidents on Incident Report Forms and these are kept on file in the School Office. If any adult witnesses an act of bullying they should record the event on the Incident Report Form and inform Senior Leadership Team immediately.

6.5 If, as members of staff, we become aware of any bullying taking place between members of a class, we deal with the issue immediately. This may involve counselling and support for the victim of the bullying, and punishment for the pupil who has carried out the bullying. We spend time talking to the pupil who has bullied:

- We explain why the action of the pupil was wrong and we endeavour to help the pupil change their behaviour in future.
- If a pupil is repeatedly involved in bullying other pupil, we inform the Deputy Headteacher/Senior Leadership Team or Headteacher.
- We then invite the pupil's parents and carers into the school to discuss the situation.
- In more extreme cases, for example where these initial discussions have proven ineffective, the Headteacher may contact external support agencies such as Social Care.

6.6 Staff members routinely attend training, which enables them to become equipped to deal with incidents of bullying and behaviour management.

6.7 Staff members attempt to support all pupil in their class and to establish a climate of trust and respect for all. By praising, rewarding and celebrating the success of all pupil, we aim to prevent incidents of bullying.

## **7. Involvement of Pupils**

We will:

- Regularly canvas pupils and young people's views on the extent and nature of bullying.
- Ensure that all pupils know how to express worries and anxieties about bullying.
- Ensure that all pupils are aware of the range of sanctions which may be applied against those engaging in bullying.
- Involve pupils in anti-bullying campaigns in schools and embedded messages in the wider school curriculum.
- Publicise the details of help lines and websites.
- Offer support to pupils who have been bullied and to those who are bullying in order to address the problems they have.

## **8. The Role of Parents and Carers**

8.1 Parents and carers who are concerned that their child might be being bullied, or who suspect that their child may be the perpetrator of bullying, should contact their child's teacher immediately.

8.2 Parents and Carers have a responsibility to support the school's anti-bullying policy and to actively encourage their child to be a positive member of the school.

## **9. Monitoring and Review**

This policy is monitored on a day-to-day basis by the Headteacher, Deputy Headteacher/Senior Leadership Team. The Headteacher meets weekly with the Chair of Governors and reports any incidents of bullying.

## **10. Links with Other School Policies and Practices**

This Policy links with a number of other school policies, practices and action plans including:

- Behaviour Policy
- Complaints Policy
- Safeguarding and Child Protection Policy
- e-Safety (Online Safety) and Acceptable Use Policies (AUPs)
- Curriculum Policy

## **11. Links to Legislation and Guidance**

There are a number of pieces of legislation, which set out measures and actions for schools in response to bullying as well as criminal law. These may include:

- [Equality Act](#)
- [The Children Act](#)
- [Keeping Children safe in Education](#)
- [Anti Bullying Alliance](#)
- [Childline](#)
- [Preventing and tackling bullying](#)
- [No Health without Mental Health](#)
- [NSPCC](#)
- [National Deaf Children's Society](#)
- [Cyberbullying](#)
- [Think U Know](#)
- [UK safer Internet Centre](#)
- [SEND Code of Practice](#)